



International Conference: Action Learning

7th – 9th April 2025



Keynote Speakers:

When, where and how the magic happens

Professor Naomi Chambers Professor of Healthcare Management, Alliance Manchester Business School, University of Manchester

Drawing on her 25 years of experience of facilitating, researching and evaluating action learning, Naomi identifies the critical ingredients. She will go on to explore both the difficulty and the importance of striking a good balance between the processes of learning, reflecting, and taking action.

Manchester & Action Learning

Mike Pedler

Mike will share his experiences of Action Learning over the years, highlighting the many links to Manchester.

Conference Theme:

The theme for the 2025 International Action Learning Conference is Creating the conditions for developing people and organisations with a focus on two areas in particular:

Collective capability – action learning has a tradition of people interacting and working together to achieve ‘something’. Collective capability describes those ‘somethings’ as being delivered through a process of collective agency. Papers are welcomed on action learning and how it supports that focus of collective capability/agency/leadership.

Action learning as an agent in leadership development – action learning is used throughout many industries as an agent for development of leaders. Please share papers on how action learning supports or is the key component of leadership development within programmes or as one-off activities.

Submitted Abstracts List and affiliations

Abstract title	Speakers	Affiliation
Action Learning as an agent in leadership development.	Mark Murray	Irish Government
A critical action learning approach to developing the collective capability of NEET youth in South Africa as after school facilitators.	Lesley Wood	North-West University South Africa
Developing Collective leadership in an online action learning community	Dr Katie Green	Manchester Metropolitan University
Perspectives on Transitioning from a Facilitated to a Self-Managed Action Learning Set (ALS)	Sarah Hedges, Emma Hill, Jackie Kilbane, Mandy Staples, Sian Robbins	University of Manchester
Cultivating collective agency in education: action learning for leadership and transformation in south african community schools	Dr Silindile Malangeni	Nelson Mandela University, South Africa
From Puzzle To Problem: Reflecting On Emergence and Interrelationship in Addressing Sustainability Management Challenges	Paul Coughlan, Derrick Bwalya, Padraig Carmody, Godfrey Hampwaye, Eleanor Mancusi-Ungaro, Aonghus McNabola, Madhu K Murali, Danny Museteka, Laura Nkhuwa	Trinity College Dublin, Ireland Southern African Institute for Policy and Research, Lusaka, Zambia

Improving community relations in the police through procedural justice – widening the possibilities	Jeff Gold	
Empowering Future Teachers: Integrating Sustainable Development Goals through Action Learning in Global Classrooms	Sally Wan, Alison Witt	The Chinese University of Hong Kong
Exploring Factors Influencing Collective Capability in Action Learning for Nature Conservation Education	Sally Wan	The Chinese University of Hong Kong
Enhancing marine conservation through citizen science: From learning to action	Sally Wan, Apple Chui	The Chinese University of Hong Kong
Bridging Theory and Practice: Action Learning in Long-Term Mentorship of Young Entrepreneurs.	Paul Argyle	
Tackling the mental health crisis. An action learning community project in the Voluntary, Community and Social Enterprise sector	Rod Waddington Lesley Wood	Mental Health Strategies/UK; North-West University South Africa
Towards a vital infrastructure sector: The development of a two-stage procurement approach for infrastructure projects through action learning	Bert de Groot Hanneke Gieske	University of Groningen
Shadow Facilitation: Creating Conditions for Practitioner Reflection and Action in Critical Action Learning	Russ Vince Bernhard Hauser	University of Bath
Action Learning as an Enabler of Equity: Redistributing power in Leadership Development	Ruby Ubhi	
Codevelopment Action Learning as a supervisory tool to support graduate students' academic persistence and leadership	Nesrine Fazez, Nathalie Lafranchise, Léane Larose, Maxime Paquet	University de Montréal, Université du Québec à Montréal
The impact of Codevelopment Action Learning participation on facilitators' skills and development	Maxime Paquet, Nesrine Fazez, Nathalie Lafranchise, Jeanne Pelbois, Léane Larose	University de Montréal, Université du Québec à Montréal
A Futures and Foresight Learning approach to sustainable packaging	Dr Ben Mitchell, Olga Munro, Professor Jeff Gold	Leeds Beckett University

An Action Learning Approach to Enhancing Female Participation in Engineering Education at Third Level	Sarah Flaherty	Munster Technological University
Navigating the Complexities of Action Learning Facilitation: A Reflective Account	Meadbh Ruanei, Vicky O'Rourke, Patricia Doherty, Anne Burke	Atlantic Technological University Letterkenny
Exploring collective capability – insights from action learning in Málaga	Dr. Anne Murphy, Dr. Nick Clifford, Prof. Clare Rigg	Lancaster University
LD(Leadership Development), WBL & AL ..aligning curriculum models and pedagogy.	Michael Margey	Atlantic Technological University Letterkenny
Action Learning as an Agent in Leadership Development: Account of Practices for Leaders and Future Leaders	Alice Alesi	Henley Business School
Participatory Action Learning and Action Research in Early Childhood Care and Education in an Informal Settlement	Ashnie Mahadew	University of Kwazulu-Natal, South Africa
The influence of action research in integrating community service learning into classroom instruction	Rita Babiri;	Strathmore University, Nairobi
Transitions in the SEND system: collective research planning through action learning	Dr Anne Murphy, Prof Karin Tusting, Diane Ainsworth, Andy Lovatt FRSA, Diane Norburn,	Lancaster University
Evolution of Action Learning in South Korea from the Lens of Diversification	Yonjoo Choo	The University of Texas at Tyler
Combining Action Learning and Reflective Practice to Develop Leaders through Executive Education Programmes: An Account of Practice	Courtney Owens Carl Gavin	University of Manchester University of Liverpool

Workshop Title

Leadership Development for a mid size IT company

Collaborative Consortium Business to Business Action Learning

Speakers

Dr Michael Zirkler

Yuri Boshyk

Affiliations

Zurich University of Applied Sciences

The use of the Multiple Lens View Model in action learning sets to improve leadership decision making.	Sarah Trussler, Sue Shippen	York St John University
Credentialism: The Way Forward for Action Learning?	John Edmonson	
Using psychogeography to get movement into the leadership development journey.	Leigh Morland	
Power and my Practice	Ruby Ubhi	

Symposium

Being an Action Learning Scholar-Practitioner

Facilitator

David Coghlan

Affiliation

Trinity Business School,
Dublin

The conference will be hosted by Alliance Manchester Business School (AMBS), University of Manchester <https://www.manchester.ac.uk/>

Please use this email address for any queries about the conference, and access this link to book your place: <https://www.alliancembs.manchester.ac.uk/events/international-conference-action-learning/>

Conference Details:

7th April 2025 6 pm – 9th April 2025 4.30 pm

Location: Oxford Road, University of Manchester

Cost: Conference rate

Early bird booking £250 – closes 24th January 2025

Full delegate rate £285 – closes 24th February 2025

Day rate - £180 per day

The delegate fee & early bird rate offers:

- Admission to all sessions and plenaries
- Access to conference materials
- Tea, coffee and lunches throughout the conference
- Drinks reception on Monday
- Conference Dinner on Tuesday
- The day rate allows access to the conference for a specified day and refreshments during that day

Note: accommodation is not included in the fees and must be booked separately. There are many hotels within easy walking and public transport distance of the venue.